

Bureau of Internal Affairs  
Special Investigations Section  
Page 1 of 4

15 March 2012  
C.R. # 1052144

Statement of:

Complainant, P.O./Field Training Officer Michael KASPER,  
regarding the following allegations:

1. The (Unknown) accused during the course of KASPER'S employment with the Chicago Police Department subjected the complainant to harassment.
2. The (Unknown) accused during the course of KASPER'S employment with the Chicago Police Department subjected the complainant to demotion.
3. The (Unknown) accused during the course of KASPER'S employment with the Chicago Police Department subjected the complainant to denial of promotional opportunities.
4. The (Unknown) accused during the course of KASPER'S employment with the Chicago Police Department did not provide the complainant with a requested accommodation.
5. The (Unknown) accused during the course of KASPER'S employment with the Chicago Police Department has discriminated against the complainant based on his disability in violation of the Americans with Disabilities Act.

Statement taken at:

Bureau of Internal Affairs, 3510 S. Michigan Avenue, Chicago IL  
60653

Questioned by:

SGT C. PETTIS #1184, Unit 121

Typed by:

SGT C. PETTIS #1184, Unit 121

Date and Time:

15 March 2012, 1238 Hours

Representative/

Attorney Present:

Attorney Sara Panno - Walsh

1 PETTIS:

What are your full name, Star, title, and unit of assignment?

2 KASPER:

Officer Michael Kasper, # 4240, unit 376

3

4 PETTIS:

What is your employee number?

5 KASPER:

6

7 PETTIS:

How long have you worked in your current unit of assignment?

8 KASPER:

Approximately two years.

9

Initials, AK

Page 1 of 4

CL# 1052144

Attachment# 5

Page 1 of 10

Bureau of Internal Affairs  
Special Investigations Section  
Page 2 of 4

15 March 2012  
C.R. # 1052144

1 PETTIS: You are aware that there are no charges or allegations against you  
2 and that you are being questioned as a Complainant?  
3 KASPER: Yes.

4  
5 PETTIS: Are you accompanied by counsel or representative of your  
6 choosing, and if so, identify him/her for the record?  
7 KASPER: Yes, Attorney Sara Panno - Walsh

8  
9 PETTIS: Do you understand that this is an official Police Department report  
10 and that any deviation from the truth could result in charges being  
11 placed against you?  
12 KASPER: Yes.

13  
14 PETTIS: Rule 14 of the Chicago Police Department's Rules and Regulations  
15 prohibits making a false report, written or oral. You may be  
16 separated from the Chicago Police Department if you make a false  
17 report. Do you understand this?  
18 KASPER: Yes.

19  
20 PETTIS: Are you ready to give your statement at this time?  
21 KASPER: Yes.

22  
23 PETTIS: Are the allegations that I read to you correct to the best of your  
24 knowledge?  
25 KASPER: Yes.

26  
27 PETTIS: Are you ready to give your statement at this time?  
28 KASPER: Yes.

29  
30 PETTIS: You have alleged that you were subject to harassment by the  
31 Chicago Police Department when were you subjected to  
32 harassment?  
33 KASPER: I believe it started in 2000, I was placed on a limited Duty Status,  
34 due to my type1 diabetes, and then I was transferred from my unit  
35 of assignment, which was the 022<sup>nd</sup> District, to unit 167 Evidence  
36 and Recovered Property, located in the basement of 26<sup>th</sup> and  
37 California. I did not request this transfer. Approximately 2004 I  
38 requested to go work in the field training division at the Chicago  
39 Police Academy, due to my status as an FTO.

40  
41 PETTIS: Where were you working when you were subjected to harassment?  
42 KASPER: I was presently assigned to unit 167 at that time.

43  
44 PETTIS: Please explain in detail how were you subjected to harassment in  
45 Unit 167?

Initials AK

Page 2 of 4

CL# 1052144  
Attachment # 5  
CR # 1052144  
Page 2 of 12

Bureau of Internal Affairs  
Special Investigations Section  
Page 3 of 4

15 March 2012  
C.R. # 1052144

KASPER:

I interviewed with Lt. Virginia Drozd, CO of the Field Training Division. I was accepted for a limited duty position that was offered and I accepted the position. I was suppose to report on the following Monday, the exact date should be in my personnel file. I then informed Commander Burton of Unit 167 of my intentions to transfer a few days before I was to report to the Field Training Division, I then received a phone call on the preceding Friday that my transfer was denied per the First Deputy at that time. I then returned back to unit 167 and had an interview with Commander Burton regarding this denial; he said he did not have any part of the transfer denial. I submitted a To/From request directly to Commander Burton and First Deputy Dana Starks requesting a transfer to a unit where my skills as an FTO could be utilized and secondly to a unit that could suit my medical needs, type I Diabetes, Evidence and Recovered Property working conditions were unsatisfactory to manage my Diabetes.

PETTIS:

What occurred that caused you to be placed on limited duty status in 2000?

KASPER:

I became a type one Diabetic, requiring numerous ~~insulin~~ *insulin* injections and meals ~~throughout~~ *throughout* the day.

PETTIS:

Were you an FTO when you became aware of your Diabetic condition?

KASPER:

Yes I was.

PETTIS:

Who determined that you could not perform FTO duties?

KASPER:

The Field Training Board which was initiated by Lt. Piggot # 450

PETTIS:

What was told to you by the Board?

KASPER:

I was given a To/From from the review board that they were making a recommendation for a demotion from my FTO status on 21 January 2011.

PETTIS:

When you became an FTO did you know you were a diabetic?

KASPER:

I believe I was a type two at that time and it progressed to my being a full blown type I in 2000. I was able to perform full duties as a type II diabetic.

PETTIS:

Who determined that you could not perform full duties as a type I diabetic?

KASPER:

My treating physician.

PETTIS:

What type of work did your physician determine you were capable of?

Initials AK

Page 3 of 4

CL# 1052144

Attachment# 5

CR # 1052144

Page 3 of 182

KASPER:

Administrative duties. My doctor suggested a more sedentary environment so I could take injections and regulate my meals throughout the day. I have a letter from my doctor. You can have a copy. The letters from my doctor for previous years are all in my medical file with the Department.

**Due to a scheduling conflict, the Attorney (Sara Panno-Walsh) is requesting to reschedule, and continue this interview on 19 March 2012 at 0900 hours.**

PETTIS:

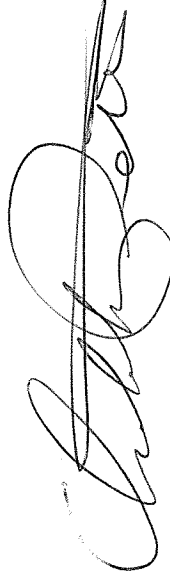
You are being informed that this is an ongoing investigation and that you are not to discuss your statement or reveal your statement with anyone other than your attorney or union representative, do you understand?

KASPER:

Yes

The time now is 1354 hours.

  
P.O. Michael KASPER # 4240, Unit 376



SGT Christopher PETTIS #1184  
Special Investigations Section  
Bureau of Internal Affairs

Initials 

Page 4 of 4

CR # 1052144

CL# 1052144  
Attachment# 5  
Page 4 of 162



# GRIEVANCE REPORT



GRIEVANCE #

## GRIEVANT DATA

Grievant's Name (If more than one (1) grievant, list separately in narrative)

KASPER, Michael A.

Grievant's Street Address

Home Phone #

Pager # (Optional)

Unit of Assignment/Detail

006/123

Employee #

Social Security #

Star #

4240

Date of Contract Violation (Suspension)

11JAN2011

Zip Code

60655

Date Step 1 Initiated

10FEB2011

Work Phone # (Bell)

746-9205

Work Phone # (PAX)

0753

Grievant's Signature

## STATEMENT OF GRIEVANCE

Briefly state the circumstances giving rise to your grievance and the remedy you seek.

STEP 1

Grievant officer was notified on 09FEB2011 that he was being demoted from his D-2 PTO status (pay grade 9164) and being returned to a D-1 patrolman status (pay grade 9161). G/O believes this demotion is arbitrary, capricious and without just cause. G/O seeks reinstatement to his D-2 PTO status (pay grade 9164), reimbursement for all monies/benefits lost as a result of this demotion, and the G/O made whole.

Contract Section(s) Violated: Art. 4.8 and related Articles

## RESPONSE TO GRIEVANCE

Immediate Supervisor's Response

STEP 2

Immediate Supervisor's Signature

Date

Exempt Rank / Unit C.O.'s Response to Grievance

CL# 1052144  
Attachment# 5  
Page 5 of 182

Response By — Exempt Rank, Signature, Star #

Date of Response

MLAS Notification — Person Notified

Date of Notification

Grievant's signature on this form authorizes the Fraternal Order of Police to request and receive any discipline files pertaining to this matter that may be in the possession of the City of Chicago.

Bureau of Staff Services

11 February 2004

Evidence and Recovered Property Section

TO: Commander Toby Burton  
Unit 167


FROM: Officer Michael KASPER #4240  
Unit 167

SUBJECT: Request for Limited Duty Reassignment

R/O is detailed to Unit 167 in a Limited Duty capacity. R/O has been given assignments that far exceed his Limited Duty Restrictions. As such, R/O has been experiencing severe back pains and adverse health conditions (Diabetes Mellitus) due to these assignments.

R/O requests that he be reassigned to a Department Unit that can better address the medical limitations that R/O has been afflicted with.

APPROVED:

  
P/O Michael Kasper #4240

Bureau of Staff Services  
Evidence and Recovered Property Section

16MARCH2004

TO: First Deputy Superintendent Dana Starks  
Bureau of Operational Services  
Chicago Police Department

FROM: Officer Michael KASPER #4240  
Unit #167

SUBJECT: Request For Limited Duty Reassignment

R/O is respectfully submitting this request to be reassigned to another Limited Duty assignment. R/O is currently in a Limited Duty status due to an IOD injury sustained in 1998 as well as becoming afflicted with severe Diabetes Mellitus requiring R/O to take several insulin injections and meals throughout the day.


R/O was initially given a Limited Duty assignment in R/O's assigned Unit, the 022<sup>nd</sup> District. In 1999, R/O was detailed to Unit 167 for what was explained to R/O as a detail to help facilitate the move of Unit 167 to the Homan Square Facility. R/O worked diligently helping to accomplish this task, which was completed in early 2000. R/O has been detailed to Unit 167 ever since.

R/O has an excellent work history on the department. R/O graduated the academy Outstanding Recruit in 1992 and was assigned to the 022<sup>nd</sup> District. While assigned there, R/O was selected to work on the 022<sup>nd</sup> District Gang/Tactical Team and the A2/Mission Team. R/O was then appointed to the position of Field Training Officer until R/O was placed in a Limited Duty status due to his medical conditions.

R/O has an excellent complimentary and discipline history as well as consistently scoring very high efficiency ratings. R/O is a hard working self-motivated officer that has a strong knowledge of the computer systems as well as very good knowledge of the operations of the department.

R/O is requesting to be returned to his assigned unit where R/O feels that he could more than adequately perform any of the Limited Duty positions outlined in G O 97-9-1 V.F. that a Limited Duty officer may be assigned to. If this isn't possible, R/O requests to be detailed to another unit where R/O feels that his skills could be better utilized. Thank you for your consideration.

Respectfully Submitted,

  
Officer Michael Kasper #4240

APPROVE/DISAPPROVE: \_\_\_\_\_

APPROVE/DISAPPROVE: \_\_\_\_\_

**BUREAU OF PROFESSIONAL STANDARDS**  
Education and Training Division

21 JANUARY 2011

TO: Jody P. Weis  
Superintendent of Police

James B. Jackson  
Assistant Superintendent  
Law Enforcement Operations

Ernest T. Brown  
Deputy Superintendent  
Bureau of Patrol

Marvin Shear  
Acting Deputy Superintendent  
Bureau of Administrative Services

Jonathan Lewin  
Deputy Director  
OEMC-Public Safety Technology Group

FROM: Howard W. Lodding  
Assistant Deputy Superintendent  
Education and Training Division

SUBJECT: **RECOMMENDATION FOR THE REMOVAL OF FTO MICHAEL  
KASPER #4240 EMP # [REDACTED] UNIT 125 FROM THE FIELD  
TRAINING OFFICER PROGRAM**

The Field Training and Evaluation Review Board convened on 20 January 2011 at 1000 hours at the Education and Training Division to review his capacity to perform the duties of a Field Training Officer and to make recommendations for his future status as a Field Training Officer.

The Board reviewed FTO Kasper's 11 year history assigned as an FTO. It was found that shortly after FTO Kasper became an FTO in 1999, he was placed on the Medical Roll and has been detailed to non-training units. FTO Kasper is presently detailed to Unit 125, a non-training unit, where he remains on permanent Light Duty Non-IOD status, confirmed by the Medical Section.

It is the Board's finding's that FTO Kasper cannot fulfill the duties of the position of Field Training Officer. Further, the Board recommends the removal of FTO Kasper's rank and the re-instatement to the rank of D-1.



BUREAU OF PROFESSIONAL STANDARDS  
Education and Training Division

21 JANUARY 2011

SUBJECT: RECOMMENDATION FOR THE REMOVAL OF FTO MICHAEL  
KASPER #4240 EMP # [REDACTED] UNIT 125 FROM THE FIELD  
TRAINING OFFICER PROGRAM

SIGNATURE PAGE ONLY:

*Juan Rivera*

Juan Rivera  
Acting Deputy Superintendent  
Bureau of Professional Standards

*Howard W. Lodding*

Howard W. Lodding  
Assistant Deputy Superintendent  
Education and Training Division

*Beatrice Cuello*

Beatrice Cuello  
Assistant Superintendent  
Administration

*Jody P. Weis*

Jody P. Weis  
Superintendent of Police

HWL/jrb



**FRANK A. DONATELLO, R.Ph., D.O., P.C.**

PHYSICIAN & SURGEON

BOARD CERTIFIED IN FAMILY PRACTICE

6360 WEST 159TH STREET SUITES D & E

OAK FOREST, ILLINOIS 60452

708-535-6204 708-535-6431 (FAX)

01-26-12

Re: Officer Michael Kasper

To whom it may concern,

Police Officer Michael Kasper is physically capable of making an arrest but is to remain on limited duty status secondary to uncontrolled diabetes. As mentioned previously in Physician's Release dated 01-06-12, patient is prone to extremely low and high glucose readings. If put in a life-threatening situation on the street the patient's medical condition would put himself, his partner, and the public at risk.

Sincerely,

Frank A. Donatello, R.Ph., D.O.

CL# 1052144

Attachment# 5

Page 10 of 162

CL# 1052144

Attachment# 5

Inbox (104 Items)

New • Reply • Reply to All • Forward

Help

Search Inbox Medical Roll

Arrange by: Date • New You forwarded this message on 2/11/2012 12:55 AM.

**Today** Hemmerling, Barbara J.
 Weissko... 12:3...  
Watch change  
**Sent:** Friday, February 10, 2012 4:13 PM  
**To:** Weisskopf, Robert J.; Kasper, Michael A.
**Last Week**
 Kasper, ... Sat 2...  
Medical Info

 Weissko... Fri 2...  
Fw: Medical Roll

 Hemmer... Fri 2...  
Medical Roll

 Kasper, ... Thu ...  
30 Day Medical ...

 Turks22... Thu ...  
Fwd: Military Pr...

 Kwasins... Thu ...  
Field Inspectors
**Two Weeks Ago**
 Kasper, ... 2/3/...  
ADA Forms

 Bankson... 2/1/...  
Id status

 Kwasins... 2/1/...  
All members 376

 Kasper, ... 1/31...  
ADA Docs

 Kasper, ... 1/31...  
Death Benefit B...
**Three Weeks Ago**
 Kwasins... 1/25...  
Please read atta...

 Kwasins... 1/25...  
Please read atta...

 Kasper, ... 1/25...  
pension

 Bankson... 1/24...  
LD

 Hodges, ... 1/24...  
FW: Fwd: Death...

 Hodges, ... 1/24...  
RE:

 me 1/23...  
me wants you to...

Items 1 to 50 of 104

Officer Michael Kasper, Empl # [REDACTED] requested an extension on Limited Duty, which was denied. Therefore, I placed him on the Medical Roll effective First Watch, 12 Feb 12. I tried to call the Officer at 773-303-7219, left a message, the Officer has not returned my call. Please ensure the Officer knows during his Watch on 11 Feb 12 that he is on the Medical Roll as of the 12<sup>th</sup>.

Lt. Weisskopf, you or Officer Kasper or the 1<sup>st</sup> Watch CO can call me anytime. My direct # is 745-5117.  
Thank you.  
Barb

CL# 1052144  
Attachment# 5  
Page 11 of 102

Chicago Police Department

Performance Evaluation Summary

**PERFORMANCE EVALUATION SUMMARY****Evaluation Member Details**

Officer Star No [4240 ] Employee No [ ] Name [KASPER, MICHAEL ]  
 Title [PO/FIELD TRNING OFF ] Race [ ] Sex [ ] DOB [ ]  
 Unit Detailed [376 ] Unit Assigned [008 ]  
 Anniversary Date [29-JUN-1992 ] Career Service Date [ ]  
 Watch [1 ] Day off Group [64 ] IOD Absent days [0 ] Non-IOD Absent days 0

**Final Appraisal Rating Exceeds Expectations****Evaluation Anchors**

Dimension A	Category	Comments	Created By	Created Date
Accountability/Dependability	Exceeds Expectations	Officer Kasper has the ability to develop information that results in achievement beyond the expected outcome. He meets established timelines without prompting. Officer Kasper follows up to ensure completion of assignments. He always acts as a team player to ensure all of the work gets completed.	WEISSKOPF, ROBERT	27-JAN-2012 06:33
Adaptability/Responsiveness	Exceeds Expectations	Officer Kasper easily adapts to changing demands and circumstances. He maintains calm when faced with unexpected obstacles. Officer Kasper encourages others to remain calm through difficult situations. Officer Kasper is able to work effectively across various assignments as needed.	WEISSKOPF, ROBERT	27-JAN-2012 06:33
Communication with Others	Exceeds Expectations	Officer Kasper takes the extra time to explain information and procedures to new or less experienced Officers in the unit. He speaks clearly and concisely when providing information. Officer Kasper has established open communication with individuals within OEMC and works effectively to improve operations and enhance future collaborations.	WEISSKOPF, ROBERT	27-JAN-2012 06:33
Job Knowledge/Professional Development	Exceeds Expectations	Officer Kasper consistently acts with the intention to fulfill objectives defined for his assignments. He serves as a mentor to other Officers and offers guidance and assistance. Officer Kasper does not hesitate to share knowledge with others and to seek advice from both coworkers and supervisors.	WEISSKOPF, ROBERT	27-JAN-2012 06:33
Problem Solving/Decision Making	Exceeds Expectations	Officer Kasper demonstrates resourcefulness in that he takes initiative to contact other agencies and networks that may have relevant information. He is considerate of new information and confers with coworkers to get additional ideas for resolving issues. Officer Kasper makes good decisions consistently, even when complete information and guidance is not available.	WEISSKOPF, ROBERT	27-JAN-2012 06:33

CL# 1052144  
 Attachment# 5  
 Page 12 of 12